



TOWN OF ARLINGTON

EQUAL OPPORTUNITY ADVISORY COMMITTEE

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TRICIA O'DONOGHUE, CHAIR
BARBARA BOLTZ
AUGUSTA HAYDOCK
JACK JONES
ADRIENNE MCCLURE
HOWARD WINKLER

CARYN COVE MALLOY
EQUAL OPPORTUNITY OFFICER

Equal Opportunity Advisory Committee
Meeting Minutes
Wednesday, November 12, 2014
7:30 p.m.

Present: Tricia O'Donoghue, Chair, Caryn Malloy, Barbara Boltz, Howard Winkler, Augusta Haydock, Jack Jones **Absent:** Adrienne McClure **Also Present:** Police Chief Frederick Ryan, Sara Hirshon

Department Head Guest: Police Chief Frederick Ryan

The Chief provided the Committee with a detailed breakdown of female and minority workers by rank within the police department including public safety dispatch; the department is 15 women % and 6% minority. The Committee and Chief discussed the lack of diversity at the upper ranks. The Chief explained that the department has had some success by accepting lateral entries or hiring minorities from the re-employment list, but then retention can be a challenge. The Chief also explained the department's comprehensive accreditation process that it had just gone through; trainings associated with it included training for public safety dispatchers in being aware of their own biases.

Minutes

Barbara Boltz moved approval of the corrected October 2014 meeting minutes. SO VOTED

Current Job Openings

The Committee reviewed current job openings.

Current Bid Projects

The Committee requested that the project manager for the Central Fire Station project be invited to the next meeting to update the committee on female and minority participation in the project.

School Diversity Task Group (SDTG)

Barbara Boltz reported that the group met on November 3rd and received a detailed report on minorities and their positions within the school department; the consensus of the group is that minority hiring is stagnant. There was low turnout at the Boston METCO parents meeting; the group discussed how to get higher parent participation. There is a METCO conference on December 8th.

There are 4 seniors about to graduate from the Today's Students Tomorrow's Teachers program.

The next scheduled meeting of SDTG is December 8th.

Other Business

The Chair asked for an update from Caryn Malloy on potential logo designs.

Barbra Boltz moved to adjourn the meeting at 8:50 p.m.

Caryn C. Malloy

Caryn Malloy
Equal Opportunity Officer